



GOVERNOR'S WORKFORCE BOARD RHODE ISLAND

BOARD MEETING MINUTES

March 16, 2016

RI Department of Labor & Training

1511 Pontiac Ave, Cranston, RI

8:00 – 9:30 am

ATTENDANCE

Board Members (*Denotes not present)

Suzanna Alba*, Mario Bueno, Timothy Byrne, Channavy, Chhay, Robin Coia, Monica Dzialo, Constance A. Howes, *Chair*, John Gregory, Mike Grey, Stefan Pryor, *Vice Chair*, Scott Jensen, Steve Kitchin, Paul MacDonald*, Cheryl Merchant*, George Nee, Janet Raymond, Nina Pande, Susan Rittscher, Bahjat Shariff *, Martin Trueb, Ken Wagner*

GWB Staff: Rick Brooks, Dan Brown, Sherri Carello, Paul Genovesi, Kristen McKenna, Amelia Roberts.

DLT Staff: Joseph Agresti, Sue Chomka, Diane Gagne and Robert Kalaskowski, Sean Fontes, Michael Martins, Nancy Olson,.

Guests: Alexis Stern, UWRI, Malcolm Baxter, BIS; Ruth Gobeille, Polaris MEP, Philip Less, RIDE; Katuska Perez, Senate Policy Office, Jill Holloway, PDC, Richard Palmiere, Doug Tingle, Cheryl DeCosta, Tech Collective, Stephen Osborn, RIDE, Tim Harrigan, Sarah Gagnon, Nursing Placement, Felica Brown, RIDE, Phoebe Harrington, TPC, Vanessa Cooley, RIDE,

Call to Order

Chair Constance Howes called the meeting to order at 8:02 a.m. and welcomed everyone to the meeting.

Meeting Minutes

Chair Howes asked if there was a motion to approve the minutes of the Governor's Workforce Board's meeting held on Wednesday, March 16, 2016.

VOTE: George Nee moved to approve, seconded by John Gregory. All were in favor, the motion passed unanimously.

Chair's Comments

Chair Howes highlighted some key components of the WIOA State Plan

- Increase Community Capacity
- Guiding Principles / Workforce Development
- Public Hearing to be held on Monday, March 21, 2016 at the RI Department of Labor & Training
- Time extended to April 1, 2016

Committee Chairs' Reports

Youth Development

Chair Howes provided asked Robin Coia to provide on update. Robin highlighted the USDOL Grant Opportunity. Local WIB's are busy with pilot program

- Working on partnering with the CTEs schools in Providence, Newport, Woonsocket, and Chariho to provide after-school trainings for in-school and out-of-school youth for this initiative, provide after school training opportunities for out-of-school youth ages 17 to 24
- Able to meet needs of employer 18-24 age group
- 12 Week Program kick off 1st week of April 2016 through June 30, 2016.
- After school hours 4:00pm – 8:00pm
- Permanent job after internship
- Youth Center will be very involved, transportation will be provided
- Provide Recruitment and case management by local youth centers, begins in March or April 2016 and ends the following year.
- Culinary program in Newport and Providence, IT Microsoft office in Woonsocket, Construction in Chariho.
- Request for Proposal (RFP) has gone out for another Summer Career Pathways Youth opportunity.
- Real Jobs can fit into this USDOL Model.
- Grant writing duties need to be assigned and data reporting needs to be looked at

Adult Education

Chair Howes asked Susan Rittscher to provide on update. Chair Rittscher noted the working session meeting that took place on February 23, 2016. Susan highlighted some keys points of the meeting:

- Using the United Way Report as I bases for comparison. First, the committee looked at how our current Adult Education system is performing. Phil Less provided some basic stats. One of the overall findings of the report is too many RI's lack foundational skills. Using a comparison evaluation created by Kristen and Phil, they group looked at the goals and strategy's from RIDE, CSIP, WIOA to establish areas of alignment to the United Way report. Some noteworthy observations are:
 - divergent goals
 - siloed systems
 - no real focus on building foundational skills across systems
 - Using shared data would be beneficial

The group agreed to determine if using the term "foundational skills" is appropriate. They also recognized a need to study this issue more with a possible recommendation to endorse the United Way Adult Education Report. The meeting ended with a brief discussion if RIDE should be the "home" for Adult Education,

Strategic Investments & Evaluation Committee

Chair Howes asked Amelia Roberts, GWB Assistant Coordinator of Employment & Training Programs to provide an updated on the GWB Incumbent Worker Training Grant Report. Amelia provided some program Highlights:

- The Incumbent Worker Training Grants provide up to \$45,000 in matching funds to businesses on a rolling basis to increase skills of current employees.
- \$1.7 million in allocated funds.
- 87 Businesses received grants.
- As of March 2016, 100 companies has been awarded in the amount of \$1.2 Million.
- 7612 completed training for FY15
- 42% of grants are \$5,000 or less.

- IWTG companies by Industry break out by size, manufacturing leads at 40%.
- IWTG worker trainees by Race /Ethnicity 78% white, Hispanic Latino 10%, Black or African American 6%.
- 77% of IWTG worker trainees by age are 25-54, 77%.
- IWTG worker trainees by gender shows 58% female and 42% male.
- 36% of the FY16 companies are new grantees.
- Companies provide information to the GWB on wage increases, promotions, credentials

Board members queried Amelia on the lack of diversity of the IWTG workers receiving training. It was concluded that it is hard to control the diversity of the workers companies have already hired.

Amelia provided some program Highlights on the RI Work Immersion Program: Amelia noted this report includes expenditures and outcomes for FY-14 through FY-16

- \$1.15 Allocated for FY 16, \$650,000, General Revenue, \$500,000 JDF
- Total and Permanently FY 16 Employer Partners, 69 College Program, 68 Unemployed Adult program, 46 Career and Tech Program.
- \$49% of CTE students received credit for their Work Immersion Internship.
- 26% of college students received credit for their Work Immersion internship for FY14 – FY 16
- Hourly rate CTE students was \$9.92.
- Unemployed Adults, hourly rate 12.16 – 13.17
- College Students, hourly rate 13.04 – 14.02
- Business by Industry, 85 manufacturing
- 29% CTE student participants, Davies Career & Tech HS, 18 % Coventry Career and Tech Center.

Career Pathways

Chair Howes provided asked Monica Dzialo to provide on update. Monica provide some highlights to the committee.

- Career Pathways committee meets every other month
- In March we had a presentation from WIG program Year Up who serves 18-24 year olds.
- Stephen Osborn, Chief of the Accelerating School Performance did a repeat presentation on the Scholl graduation requirements.
- Monica is working with a Youth Initiative called “Project Search” which helps Cranston high School youth with disabilities to enter internship opportunities through Blue Cross of RI. ORS is the funding source.
- *Disability Sector* is a joint Board with Workforce Partnership Greater RI & Providence Cranston. Bob Cooper will Chair.

Presentation by Innovation Grantee, the Providence Center (TPC): Career Pathways in Recovery

TPC presented the work they have done with GWB innovation Grant funds to create Career Pathways in Recovery. The project will refine and demonstrate the effectiveness of a career pathway that begins as individuals with lived experience of addiction are recruited as recovery coaches. Partial Outcomes are:

- 3 Recovery Coach Academies held for a total of 50 GWB participants
- 8 Recovery Coaches have been hired
- 5 Partners meetings have been held

Phoebe Harrington, program participant spoke about her experience and she has been hired as a Recovery Support Specialist. Finally, the funding we have received from the Governor’s Workforce Board has allowed us to recruit, train, and hire individuals with lived experience of addiction and our program demonstrates that individuals with lived experience bring a lot of employable skills to the table and can change the lives of others.

Proposed WIOA State Plan

Chair Howes asked Nathan Daigneault, who stepped in for Sarah Blusiewicz, to provide an update on WIOA State Plan Implementation. Highlights are.

- 3 Guiding Strategies for WIOA Implementation
 - Aggregating demand through an Industry Driven, Sector based strategy
 - Implementing client –based career pathways to better coordinate service delivery
 - Developing robust outcome based performance measurements
- Demand Driven Sector Based Strategy through RJRI
- Career Pathway Strategy.
 - Align Policies across programs to better serve clients.
- Performance Measurement Strategy, currently it doesn't tell you wage increase
 - RI is going above and beyond WIOA's mandate measurements
 - Focusing on outcomes metrics versus output metrics
- Layering of the integrated response team
 - Frontline staff
 - Points of contacts between agencies
 - Shared caseloads, not competing, caseloads with partnering agencies
 - Executive Management Team
 - Develop performance measures to gauge the effectiveness of the One Stop network beyond federal requirements.
 - Ensuring the new model is implemented throughout all levels of the program.
 - Handles any formal policy recommendations resulting from continuous improvement teams.
- Braiding of funds and resources / People from different backgrounds
- Establishing common standards for client intake
 - Adult Education Assessments
 - Different assessments of similar skills are required by separate programs(this was not fleshed out in the WIOA State plan but will need to be in future planning meetings)
- Improving collecting and sharing client information, such as better data
 - Improves quality of client referrals to programs
 - Making sure intra-agency sharing improves efficiency and customer service

Adjournment

With no further business, Chair Howes asked for a motion to adjourn the meeting.

VOTE: Scott Jensen moved to approve, seconded by Nina Pande. All were in favor, the motion passed unanimously.

The meeting adjourned at 9:40 a.m.

Respectfully submitted,

Dan Brown